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METHODS BY WHICH DAIREN LABOR UNIONS CAN IMPROVE PRODUCTION

[Comment: The following is a summary of the text of Ta-lien ti Kung-hui Tsen-yang Ling-tao Sheng-ch'an Yun-tung (How the Dairen Labor Unions Lead the Production Movement, published in Peiping by the Kung-jen Ch'u-pan-she, 1949. This book lists some of the faults in past production movements, and then describes methods by which the labor unions should lead the workers toward greater effort in production. The author emphasizes that production and not political activities should be the major concern of labor unions.)]

Previous Shortcomings of Production Movements

1. There was no uniformity in the movements among the various factories. Each factory had its own slogans and goals.
2. The movements emphasized the quantity of production, neglecting the cost and quality of production.
3. Most of the effort in the movements was left up to a few individuals, instead of being the combined effort of an entire plant.

Methods by Which Labor Unions Can Lead Production Movements

1. A production department should be established within the labor union to solve labor-management problems and to take direct action in all production movements. Production activities should come before political activities in labor unions.
2. The labor unions should have some control of production plans. The management should submit the production plan to the labor union, which should disseminate it down to the production team level. Workers should then make any revisions they deem necessary. The plan should be returned to the management for final authorization, since management's understanding of the over-all production picture enables it to eliminate any inconsistencies that might result from the worker's revisions.
3. The unions should encourage the individual worker's initiative. Emphasis should be placed on the individual worker's effort in the production movements and not on the cadres' efforts. The worker should be encouraged to devise new methods of production by being shown what problems exist in production and by being offered bonuses for their solution. A worker should be given full credit for any innovation or device he introduces, even though he may have brought the idea from another plant.
4. The unions should hold competitions between workers within plants. Through proper methods of competition, the good workers can be honored and the poor workers singled out. Some of the best forms of competition permit all workers within a plant to be classified good, mediocre, or poor, and their status displayed openly for the entire plant to see. Competitions should be continuous: they should not bring about great efforts for a short period and then allow a general "laying off" period.

STAT

5. The unions should bestow awards on every outstanding worker to spur all workers toward better production. Photographs of workers, listing their achievements, can be posted, or meetings can be held in their honor. Money is the best possible award that can be given a worker.

6. Labor unions should have efficient communications with workers for the promulgation of all information. A public-address system is one of the best means of attaining such communication since it can rapidly pass on all current information, even to the illiterate.

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